

Free Employer Workshop

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Billings Job Service and the Billings JSEC

HRCI re-certification credits pending

HR Strategies for ADA / FMLA Compliance ~ an Update ~

Tuesday, June 11, 2013

With John Pavao, Rocky Mountain ADA Center (See page 2 for his information)

Leave laws are getting more complicated, and the interplay between ADA and FMLA creates more chaos as employers are faced with an ever changing maze of laws and regulations for administering leave requests. Get updated on what's going on from an expert in Montana and Federal leave regulations. Join us as our presenter explains:

- Significant changes to the Americans with Disabilities Act (ADA), including provisions for employment, state and local governments, and businesses
- The definition of "disability," including key terminology, and who is a qualified applicant or employee under the ADA
- Questions employers can and cannot ask during various phases of employment
- An employer's responsibility to provide reasonable accommodations, how to recognize accommodation requests, the process for identifying effective accommodations, and when an employer does not have to provide an accommodation
- Provisions of the Family Medical Leave Act (FMLA), including recent changes to the Act, and interface between the FMLA and ADA

The constantly evolving laws governing leave and disability discrimination allow no room for error or miscalculation. Attend this seminar and learn how to efficiently handle the difficult and confusing interplay of ADA and FMLA in the workplace.

Date: Tuesday, June 11, 2013

Time: 9:00 AM – 12:00 PM (Noon).

Location: Billings Job Service Conference Room C26

Seating is limited for this interactive workshop – reserve your place today!!

To register or for more information:

Contact Jana Nelson, (406) 655-6098 or Email jnelson6@mt.gov

Our Presenter ~ John Pavao

John is an active member of the Rocky Mountain Americans with Disabilities Act (ADA) Leadership Network and serves as a Montana liaison to the Rocky Mountain ADA Center in Colorado Springs, Colorado, one of ten regional ADA centers throughout the U.S.

John works fulltime as the Diversity Program Coordinator for Montana state government. He provides leadership and direction to state agencies in areas of the ADA, affirmative action, diversity, and equal employment opportunity (EEO) policy and program development. He provides policy direction, training, professional technical assistance, and analysis to all agencies.

John's educational background includes a Bachelor's Degree in Workforce Education and Development from Southern Illinois University and a Master's Degree in Human Resources Management from Webster University. John has spent most of his working life with the United States Air Force where he served in a variety of capacities. His work experience includes over 18 years directly related to managing EEO compliance, diversity, and affirmative action. John's experience includes oversight and management of these programs on both a military, civilian, and public sector level across the country.

John serves as on the Montana Board of Fair Housing as Vice President, an officer on state government's Interagency Committee for Change by Women, and as Diversity Chair for the Helena chapter SHRM and state SHRM council.

The Billings Job Service Employers' Council (JSEC) works with and supports the services of our local Job Service and assists with our community's workforce development needs.

Billings Job Service
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